

LOWELL PUBLIC SCHOOL DISTRICT  
LOWELL, MASSACHUSETTS

AN EQUAL OPPORTUNITY EMPLOYER

APPLICATION FOR INTERIM SUPERINTENDENT

JULY 1, 2023 - JUNE 30, 2024

Personal Information:

Name Anthony Pope Home Phone 617-875-2093  
Address 3 Heather Lane Office Phone 617-875-2093  
Plainville MA 02762 Cell Phone 617-875-2093  
city state zip  
Email Address anthonypenapope@gmail.com  
How may we contact you? ☒ at work ☒ at home ☒ by e-mail ☒ by cell phone

Certifications Held

Certification State  
Superintendent/Assistant Superintendent MA  
\_\_\_\_\_  
\_\_\_\_\_

Are you licensed as a superintendent in Massachusetts? ☒ YES ☐ NO

Are you eligible for licensure as a superintendent in Massachusetts? ☐ YES ☐ NO

If not, have you submitted an application for certification as a superintendent in Massachusetts? ☐ YES ☐ NO

Date of application: \_\_\_\_\_

Current School District Information:

Are you presently under contract to a school district? no

If yes, when does your contract expire? \_\_\_\_\_

Name of District \_\_\_\_\_

Position \_\_\_\_\_

**Academic and Professional Training:**

High School(s), Colleges, Universities Attended

Location

Degree

Harvard Graduate School of Education	Cambridge, MA	Doctorate of Education
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Harvard Graduate School of Education	Cambridge, MA	Master of Education
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**Professional Experience:**

No. Years

Dates From/To

Position

School District

See Resume

**Other Relevant Work Experience and Achievements:**

See Resume

**Memberships in Professional Organizations:**

See Resume

**References:**

Please list below the names and addresses of three persons who have knowledge of your professional competence and character, whom we may contact should you become a finalist.

Name Dr. Robert Peterkin Address Arlington, MA  
Relationship Colleague Phone Number [REDACTED]

Name Dr. Larry Leverette Address Newark, NJ  
Relationship Colleague Phone Number [REDACTED]

Name Troy Henniger Address Portland, ME  
Relationship Colleague Phone Number [REDACTED]

**Release of information:**

Please check one box:

Upon request from the media, I ☒ do ☐ do not give permission to the school committee to release my resumé.

A complete application form includes the following:

- X 1. A completed and signed application form.
- X 2. An up-to-date resume.
- X 3. A copy of the candidate's Massachusetts superintendent license, or evidence that the candidate is eligible for licensure as a superintendent in Massachusetts and has submitted his/her application to the Department of Education.
- X 4. Evidence of highest degree earned (copy of diploma, license and/or certificate).

All application documents listed above must be received in the MASC office on or before **May 31, 2023** at 3:00pm.

**Please note: MASC does not maintain an applicant file for use in future searches.**

**A new application and application materials listed are required for each search.**

I understand that, under the requirements of the Massachusetts Open Meeting Law, should I become a finalist, certain facts of my application will become public information and that the school committee may request a copy of my transcripts.

Signature Anthony D. [Signature] Date May 31, 2023

Send all information to: **Lowell Public Schools Search**  
c/o Glenn Koocher  
MASC  
One McKinley Square  
Boston, Massachusetts 02109  
Telephone: (617) 523 - 8454; (800) 392 - 6023  
FAX: (617) 702 - 4111

Email all information to Ann-marie Martin: **[amartin@masc.org](mailto:amartin@masc.org)**

For further information please contact Glenn Koocher at [glkoocher@masc.org](mailto:glkoocher@masc.org) (617-733-0497)

Please do not contact school committee members or members of the school administration.

## Anthony Pope, Ed.D.

3 Heather Lane, Plainville, MA 02762

anthonypenapope@gmail.com - 617 875 2093

### Executive Profile

I am a visionary leader with a collaborative and inclusive style of leadership. I am data informed and a results-oriented leader. Throughout my career I have committed myself to supporting urban education and this commitment is grounded in providing equitable opportunities for all children. I bring a passion and fidelity that is grounded in the belief that working for the benefit of children is purposeful and has a phenomenal impact on their lives and their communities. I bring over 28 years of experience as a teacher, principal, assistant superintendent, superintendent, and educational consultant. Integrity, character, and respecting human difference are at the center of what I offer as a leader. These are experiences that I can contribute:

Strategic Planning  
Curriculum Development  
Instructional Improvement

Professional Development  
Community Engagement  
School/District Evaluation

Leadership Development  
School Redesign  
Working with Diverse Communities

### Education

- **Harvard Graduate School of Education, Cambridge, MA**  
*Ed.D. Administration, Planning and Social Policy, Urban Superintendents Program, 2006*  
*M.Ed. Administration, Planning and Social Policy, 1999*
- **Houston Baptist University, Houston, TX**  
*M.Ed. Educational Administration, 1996*  
*B.S. Psychology and History, 1992*

### Career Highlights

- As principal, we increased – graduation rate 3.3%; MCAS math for low-income students 7.1%; MCAS ELA for Special Education students 8.2%. Decreased out of school suspensions by approximately 60%.
- Facilitated a school redesign process led by over 60 teachers, resulting in the establishment of career academies.
- As a member of the high school reform team in Boston Public Schools, we developed a strategy to create a portfolio of small high schools, that secured funding from the Gates Foundation.
- As Senior Consultant for the Panasonic Foundation, I worked with districts across the country - *San Diego Unified School District, CA; Oakland Unified School District, CA; Jersey City Public Schools, NJ; Highline Public Schools, WA; and Elizabeth Public Schools, NJ.* – to focus on high school reform and share exemplary practices.
- Developed and implemented a STEM Early College High School, that secured a planning grant from DESE.
- Facilitated a new grade configuration as superintendent focused on establishing middle and elementary education.
- Designed and implemented Believe 2016, as superintendent, the district's first 5-year strategic plan.
- Engaged teachers and administrators from all levels to collaborate and develop curriculum frameworks and curriculum aligned to the common core and 21<sup>st</sup> century skills.
- Provided cross grade and cross building collaboration opportunities for teachers, administrators and support staff to learn and plan with each other and begin to develop a professional learning community.
- Collaborated with teachers, as a principal, to develop a new school mission.
- Presented professional development focused on diversity, social emotional learning, equity and inclusion.
- Co-facilitated professional development for Minneapolis Department of Education, "Closing Equity Gaps Through Bias-Awareness, Cultural and Developmental Competencies and Practical Action Steps." November 2019.
- Developed and facilitated professional development, "Instructional Strategies for the New Urban Youth Culture." Rochester Public Schools professional development day. March 2000.
- "Equity Evaluation" Portland Public Schools, Panasonic Foundation, Spring 2015.
- Taught graduate course, Sociocultural Perspectives in Education, UMass Boston, Spring 2017.

## Professional Experience

### System Partner

2021 - Current

#### The Achievement Network, USA

I currently serve as a System Partner supporting districts and schools with a focus on building positive cultures to provide equitable opportunities for students. I also served as a Director of School Support as an instructional leadership coach for school leaders and their teams, supporting school-wide change, and supporting standards-based and data-driven instruction and teacher development.

### Executive Coach and Professional Developer

2019 - Current

#### Massachusetts and Rhode Island School Districts, USA

I serve as an Executive Coach for district and school leadership for school districts in Massachusetts and Rhode Island. I provide leadership coaching and development, strategic planning, and school support for district and school administrators.

### Instructional Superintendent for High Schools

2015 – 2018

#### Boston Public Schools, Boston, MA

In this role I was accountable for student achievement gains across a cohort of high schools. Responsibilities included building the capacity of principals to improve the conditions of teaching and learning in all areas.

### Senior Consultant

2012 – 2015

#### Panasonic Education Foundation, Newark, NJ

As a senior consultant, my work focused on K12 education policy, practice, leadership, and governance, high school reform, as well as change management and a deep commitment to advancing equity and excellence in education.

### Superintendent of Schools

2010 - 2012

#### Marlborough Public Schools, Marlborough, MA

I provided leadership for Marlborough Public Schools, a district that enrolled approximately 4,500 students and faced many urban issues.

### High School Principal

2008 – 2010

#### Weymouth Public Schools, Weymouth, MA

I provided leadership for a comprehensive high school of approximately 2,000 students.

### Executive Director for Curriculum and Instruction

2007 – 2008

#### Fort Bend Independent School District, Sugar Land, TX

Following the completion of my dissertation, I provided leadership for the curriculum and instruction agenda for a district with approximately 68,000 students. The district's budget was approximately 450 million dollars.

### Assistant Superintendent for Curriculum and Instruction

2006 - 2007

#### Stamford Public Schools, CT

I provided leadership for the curriculum, instruction, and assessment initiatives for the district. The district enrolled approximately 15,000 students.

### Executive Director for High Schools

2004 - 2006

#### Providence Public Schools, RI

I provided leadership for the district high schools and the high school reform efforts. The district enrolled approximately 24,800 students.

### Central Administrator, Leadership Coach, Student Teacher Evaluator

1999-2004

#### Boston Public Schools, Boston, MA

Positions held - *Senior Program Coordinator for High School Reform*, I supported the high school reform initiatives; I supported the principals at Quincy Elementary and Snowden International School as a *Leadership Coach*; *Student Teacher Evaluator*, supervised and evaluated student teacher interns during their student teaching experience.

**Doctoral Student, Urban Superintendent Program****1998 – 2006****Harvard Graduate School of Education, Cambridge, MA**

During this period my focus was as a Doctoral Student in the Harvard Urban Superintendents Program (USP) at the Harvard Graduate School of Education.

**Administrator and Teacher****1990 - 1998****Alief Independent School District, TX**

I served as an assistant principal at Hastings High, a comprehensive high school of approximately 4,500 students. The district enrolled approximately 45,000 students. I also served as an assistant principal at the Alief Learning Center, the district's alternative school for students with behavioral challenges. I taught students in grades 6 through 12 the subjects of US History, World History, Geography, Texas History and English. I also served as a substitute teacher.

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**Higher Education Experience****Adjunct Professional Lecturer****Summer 2019****American University, Washington, DC**

- *Educational Policy and Implementation (summer 2019)* – Graduate level course that focused on policy analysis through practical exploration and analysis of implementation practices of educational policy.

**Associate Lecturer****2017-2018****University of Massachusetts – Boston, MA**

- *Organizational Change (Fall 2018)* – Course focused on change and renewal in educational organizations.
- *Advanced Seminar on Educational Administration (Fall 2017)* – Graduate course exploring the major features of issues facing school systems and the implications of these issues for individuals in school leadership roles.
- *Sociocultural Perspectives in Education (Spring 2017)* – Graduate course examining the interrelationships among students, schools, and society. It is designed as a foundation for understanding the policies, goals, assumptions, strategies, and practices of multicultural approaches to education.

**Adjunct Professor****Spring 2008****University of Houston, Houston, TX**

- *School Evaluation* - This course was designed to help school leaders learn processes to investigate programs and initiatives and determine their worth and to help school leaders acquire the skills necessary to evaluate the gap between current realities and the changes sought in schools.

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**Certifications**

- Superintendent/Assistant Superintendent/Principal, Massachusetts
- Superintendent/Assistant Superintendent, Rhode Island

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**Research****Principal Instructional Leadership: Building Relationships with Central Office to Meet the Demands and Expectations in the Context of Standards and Accountability - Dissertation - 2006**

I examined how principals interpret the new demands and expectations from central office, what principals feel they need to meet these new demands and expectations from central office, and how district supports, and constraints influence the principals' leadership and strategies for instructional improvement.

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**References**

- Dr. Robert Peterkin, 617-429-8768  
Director, Urban Superintendent Program, Harvard Graduate School of Education, Retired
- Dr. Larry Leverett, 973-699-7986  
Executive Director, Panasonic Foundation, Retired



**The Commonwealth of Massachusetts  
Department of Elementary & Secondary Education  
Educator's License**

THIS IS TO CERTIFY THAT THE PERSON NAMED HEREON IS QUALIFIED UNDER THE PROVISIONS OF GENERAL LAWS, C. 15, § 15, C. 69, § 1H, C. 71, § 38G, C. 71A, 71B AND/OR C. 74 AS AMENDED AND UNDER THE REGULATIONS PRESCRIBED BY THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION, AND IS ELIGIBLE FOR AFFILIATION IN THE PUBLIC SCHOOLS OF MASSACHUSETTS TO SERVE IN THE CAPACITY INDICATED. THE LICENSE IS VALID AS ISSUED UNLESS REVOKED FOR CAUSE.

Anthony Pope  
3 Heather Lane  
Plainville, MA 02762

*Mitchell D. Chester*

Mitchell D. Chester  
COMMISSIONER OF EDUCATION

**Congratulations on completing the  
requirements for licensure.**

You have worked diligently toward  
this goal and should be proud of  
your accomplishment.

It is people like you who help to  
enhance the quality of education  
in the Commonwealth. I wish you  
the best in your future endeavors.



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Educator: Anthony Pope  
SSN: XXX-XX-XXXX

Certificate #: \*\*\*\*435175  
Original Certification Date: 04/02/2009  
Issuance No: 1332514

FIELD(LEVEL)	CATEGORY	TYP	ISSUED	EXPIRES
Principal/Assistant Principal (9-12)	ACADEMIC	Initial	12/28/09	**
Superintendent/Assistant Superintendent (All Levels)	ACADEMIC	Preliminary	12/28/09	**

NO ENTRIES BELOW THIS LINE

\*\* Valid for five(5) years of employment.

*Mitchell D. Chester*

Mitchell D. Chester  
COMMISSIONER OF EDUCATION



Harvard University Graduate School of Education  
Cambridge Massachusetts 02138

Pope, Anthony Lee

Report date: 03 Jan 2007

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ID number: [REDACTED]

Course	Description	Grade	Units	Course	Description	Grade	Units
ENTERED WITH DEGREE OF:							
B.S.	(Houston Baptist Univ.) 1992			A152	Proseminar for Urban Superintendents	B+	8.00
Ed.M.	(ibid.) 1996						
Summer Session 1998							
A121	Teaching and Learning: Links Between Research and Practice	B+	4.00	A010	Communication and School Leadership	SAT	2.00
A252	Legal Issues Affecting Urban Schools in the Post-Brown Era	B+	4.00	A373	Advanced Qualitative Research Methods	SAT	4.00
Fall Semester 1998-99							
A010	Managing Financial Resources in Urban Schools	SAT	2.00	X001	Qualifying Paper		
A010	An Introduction to Qualitative Methods	B+	2.00	A340	Internship on the Urban Superintendency	A	12.00
A010	Answering Questions with Quantitative Data	B+	2.00				
A021	Leadership in Organizations	A-	4.00				
A024	Politics, Policy Making, and Political Action in Education	B+	4.00	X001	Qualifying Paper		
A205	Microeconomics: A Policy Tool for Educators	B	4.00	X001	Qualifying Paper		
Spring Semester 1998-99							
A505	Managing Negotiations	SAT	4.00	X001	Qualifying Paper		
A621	Mentoring Relationships in Organizations	B	4.00				
S511	Conducting Qualitative Research	SAT	4.00	X001	Qualifying Paper		
Fall Semester 2001-02							
				X001	Qualifying Paper		
Spring Semester 2001-02							
				X001	Qualifying Paper		

CONTINUED ON NEXT PAGE

*Bayle Matthews*  
Registrar



Dear Interim Superintendent Search Committee:

I am responding to the Interim Superintendent of Schools position for Lowell Public Schools. My passion for education that is focused on impacting the lives of children will be a great asset to the Lowell Community. Throughout my career, I have committed myself to supporting public education and the impact it has on our society, and it is clear to me every day why I started teaching in the classroom, why I choose to be an educator, and my responsibility to contribute to solving some of the most challenging issues in education. My interest in this opportunity is centered on this commitment.

I started my career in education as a middle school teacher, teaching 6th grade social studies. I have worked at every level of public education, also serving as a school and district leader. I have held the positions of, superintendent, assistant superintendent for curriculum and instruction, executive director for high schools, and high school principal. I bring leadership experience that has involved teaching and learning, leadership and curriculum development, strategic planning, school redesign, and facilitating professional learning. I currently serve as a System Partner for the Achievement Network, where I also served as a Director of School Support, where I coach and support principals and system leaders focused on instructional improvement and creating positive cultures to provide equitable outcomes for all students. I supported district and school leaders in my role as Executive Coach for districts in Massachusetts and Rhode Island. I worked as an Instructional Superintendent in Boston Public Schools, supervising high school principals. In this role we focused on instructional improvement, facilitating professional learning for leaders, coached and modeled data analysis and inquiry with school leaders, and collaborated on school redesign efforts. I worked as a Senior Consultant for the Panasonic Foundation where our work focused on high school reform and a deep commitment to advancing equity and excellence in education. Other experiences include working with school district teams to develop district/school improvement plans and assisting state departments of education as an evaluator for school quality review visits in New York, California, Massachusetts, and Ohio. I bring a national, state, and local perspective to education.

I earned a Masters of Education in Administration, Planning and Social Policy (APSP) from the Harvard Graduate School of Education. I also earned my Doctorate of Education in APSP which focused on the Urban Superintendency at the Harvard Graduate School of Education. My research focused on Principal Instructional Leadership: Building Relationships with Central Office to Meet the Demands and Expectations in the Context of Standards and Accountability.

My enclosed resume will give you a better understanding of my background and skills. Please feel free to call at any time to discuss the requirements of this position. I look forward to talking with you further about this opportunity.

Sincerely,

*Anthony Pope*

Anthony L. Pope, Ed.D.